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## LABOUR & EMPLOYMENT DEPARTMENT

### NOTIFICATION

The 26<sup>th</sup> February, 2009

No. 1991-LL-I(AR)-08/2009-L.E., The following proposals which the State Government propose to make in exercise of the powers conferred by clause (b) of sub-section (1) of Section 3 read with Section 4 and sub-section (2) of Section 5 of the Minimum Wages Act, 1948 (11 of 1948) and in supersession of all previous notifications issued in this regard, for fixing / revising the minimum rates of wages as specified in Column (4) of the Schedule hereto annexed payable to the categories of employees as mentioned in Column (3) thereof, who are employed in the employments as specified in Column (2) of the said Schedule, for the whole State of Orissa, are hereby published as required by clause (b) of sub-section (1) of Section 5 of the said Act for information of all persons likely to be affected thereby and notice is hereby given that the said proposals shall be taken into consideration on or after the expiry of a period of two months from the date of publication of this notification in the Orissa Gazette.

The revised minimum rates of wages shall consist of the basic rates of wages as set out in Column (4) of the said Schedule and payable to the categories of employees as mentioned in Column (3) thereof, in addition to the said rates of wages a special allowance which shall be payable commencing on the date of revision of minimum rates of wages at the rate of Rs.2.50 (Rupees two and paise fifty) only per day for a block period of two years on 50-Point rise of all India Consumer Price Index Number (Base 2001-100) for industrial workers published by the Labour Bureau, Shimla, Ministry of Labour, whichever is latter, as may be notified by the Labour Commissioner, Orissa in the Orissa Gazette and the same shall be uniformly applicable to the categories of employees as specified in Column (3) of the said Schedule.

Any representation containing objection or suggestion which may be received by the Commissioner-cum-Secretary to Government, Labour & Employment Department, Orissa, Bhubaneswar-751001 from any person in respect of the said proposals before expiry of the period specified above will be considered by the State Government.

**Schedule**

Sl. No.	Name of the Employment	Categories of Employees	Proposed minimum rates of wages per day
1	2	3	4
1.	Agriculture		
2.	Automobile Servicing, repairing garages and workshops.		
3.	Ayurvedic and Unani Pharmacy		
4.	Bakeries and Confectioneries including Biscuit making		
5.	Bamboo Forest Establishment		
6.	Brass and Bell Metal Industry		
7.	Carpet Weaving Industry		
8.	Cashew processing establishments		
9.	Cement pipe making and allied products industry		
10.	Ceramic and Pottery Industry		
11.	Chemical Industry		
12.	Cinema Industry		
13.	Clay pottery		
14.	Coil Industry		
15.	Collection of Sal Seeds		
16.	Construction or maintenance of Dams, Embankments, Irrigation Projects and sinking of wells and tanks.	Unskilled	Rs.90.00
17.	Construction or maintenance of roads or in building Operations	Semi-skilled	Rs.103.00
18.	Contingent and Casual employees in Government and other establishments.	Skilled	Rs.116.00
19.	Cotton Ginning and Pressing Industry	Highly skilled	Rs.129.00
20.	Dispensary of Medical Practitioner in any establishment of medical consultant or in any Chemical or Pathological Laboratory		
21.	Distilleries		
22.	Electricity Board		
23.	Finishing Dyeing of yarn and fabrics, painting, knitting and embroidery.		
24.	Fisheries and Sea food Industry		
25.	Forest produce such as Genduli gum, Mahua making of coal and resin.		
26.	Foundry Industry with or without attached machine shop.		
27.	Glass Industries		
28.	Gold and Silver ornaments and articles of artistic design		

1	2	3	4
29.	Graphite Industry including beneficiation		
30.	Handloom and Hosiery		
31.	Hotels, Eating Houses and Restaurants		
32.	Ice Factory and Cold Storage		
33.	Jute Industry and Jute Twine Industry		
34.	Kendu Leaf collection		
35.	Khadi Village Industries including manufacture of Khandasari and other products.		
36.	Laundry including dry-washing		
37.	Leather Industry		
38.	Liquefied Petroleum Gas manufacture and distribution		
39.	Local Authority		
40.	Manufacture of brush and brooms		
41.	Manufacture of Coke and Burning Coals		
42.	Manufacture of Cold drinks, Soda and other allied products	Unskilled	Rs. 90.00
43.	Manufacture of Electrical Bulbs	Semi-skilled	Rs. 103.00
44.	Manufacture of matches, fireworks and explosives.	Skilled	Rs. 116.00
45.	Manufacture of nails and pins	Highly skilled	Rs. 129.00
46.	Manufacture of paints and varnishes		
47.	Manufacture of plastic products including toys.		
48.	Manufacture of Radio by assembling with parts		
49.	Manufacture of ropes		
50.	Manufacture of Utensils including Aluminium and Hindalium products.		
51.	Metal Industry (except the cottage and village scale units).		
52.	Minor Engineering Industry (employment less than 50 persons).		
53.	Motor body building		
54.	Oil Mill		
55.	Paper and Cardboard Industry		
56.	Petrol and Diesel Oil pumps		
57.	Pharmaceutical Industry		
58.	Power loom Industry		
59.	Printing Press		

1	2	3	4
60.	Private Road Transport		
61.	Private Security Agencies and Private Security Services		
62.	Public Health Engineering		
63.	Public Motor Transport		
64.	Readymade Garments Industries including Mechanized Trade of Readymade Garment Industry		
65.	Refractory Industry		
66.	Regulated markets, Marketing Societies, Co-operative Societies and Banks.		
67.	Rice Mill, Flour Mill or Dal Mill	Unskilled	Rs. 90.00
68.	Rubber and Rubber Products Industry	Semi-skilled	Rs. 103.00
69.	Salt Pans	Skilled	Rs. 116.00
70.	Saw Mills		
71.	Shops and Establishments		
72.	Siali leaf pluckers		
73.	Soap and Detergent Manufactory	Highly skilled	Rs. 129.00
74.	Social Forestry		
75.	Spinning Mills		
76.	Stone breaking or Stone crushing		
77.	Tamarind collection		
78.	Tile and Brick Making		
79.	Timber Trading (excluding felling and sawing)		
80.	Timber Trading (including felling and sawing)		
81.	Tobacco (including Bidi making) Manufactory		
82.	Trunks, Suitcase and Bucket Manufactory		
83.	Wood works and furniture making industries		

**Explanation-** For the purpose of this notification-

1. The minimum rates of wages are all inclusive rates including the basic rates, the cost of living allowances and the cash value of the concessional supply if any of essential commodities.
2. The daily minimum rates of wages shall be inclusive of wages payable for the weekly day of rest.
3. The minimum rates of wages are applicable to employees employed by contractors also.
4. The minimum rates of wages for disabled persons shall be same as payable to the workers of the appropriate category.

5. There shall not be any discrimination between male and female workers in the matters of payment of minimum wages in any category of employment;
6. (a) "Unskilled" work means work which involves simple operation requiring little or no skill or experience on the job ;  
(b) " Semi-skilled" work means work which involves some degree of skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes un-skilled supervisory work;  
(c) "Skilled" work means work which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgment; and  
(d) "Highly skilled" work means work which calls for a high degree of performance and full competence in the performance of certain tasks, acquired through intensive technical or professional training or practices, work experience for long years and also required for workers to assure full responsibility for the judgment or decisions involved in the execution of these tasks.
7. An adult employee shall work for 8 (eight) hours per day excluding half an hour of rest.

By order of the Governor

P. MALICK

Under-Secretary to Government